



## Employment Sub-Committee

<b>Title</b>	<b>Appointment of Interim Chief Executive (Head of Paid Service)</b>
<b>Date of meeting</b>	8 May 2024
<b>Report of</b>	Assistant Director – Human Resources & Organisational Development
<b>Wards</b>	All Wards
<b>Status</b>	Public with accompanying exempt appendix (Not for publication by virtue of paragraphs 1 and 2 of Part 1 of Schedule 12A of the Local Government Act 1972)
<b>Urgent</b>	No
<b>Appendices</b>	Appendix 1 – Candidate information for consideration for post of Interim Chief Executive (Head of Paid Service) (Exempt)
<b>Officer Contact Details</b>	Jon Bell – Assistant Director Human Resources and Organisational Development, <a href="mailto:jon.bell@barnet.gov.uk">jon.bell@barnet.gov.uk</a> , 020 8359 2330

### Summary

This report requests the Sub-Committee to consider the matter and make a recommendation to Full Council for the appointed to the position of Interim Chief Executive (Head of Paid Service).

### Recommendation

**That the Sub-Committee makes a recommendation to Council for the appointment to the post of Interim Head of Paid Service (Interim Chief Executive) until such time as a permanent appointment is made.**

#### 1. Reasons for the Recommendations

- 1.1 The Chief Executive (Head of Paid Service) will be standing down at the end of June 2024. An interim appointment is needed but in the longer term, it will be necessary to make a permanent appointment to the role of Chief Executive (Head of Paid Service).
- 1.2 Under the Constitution, the Employment Sub-Committee has responsibility for making a recommendation to Full Council on the appointment of the Head of Paid Service.

<b>2. Alternative Options Considered and Not Recommended</b>	
2.1	To leave the Chief Executive post vacant: This is not recommended as there is a need for strong leadership to continue the transformation of the Council, continue delivering Our Plan for Barnet to residents and a need for continued stability within the organisation.
<b>3. Post Decision Implementation</b>	
3.1	After the decision has been made by Full Council the normal HR procedures will be followed.
<b>4. Corporate Priorities, Performance and Other Considerations</b>	
	<b>Corporate Plan</b>
4.1	The proposal set out in this report is critical to the achievement of the corporate priorities set out in Our Plan for Barnet 2023 – 2026.
	<b>Corporate Performance / Outcome Measures</b>
4.2	N/A
	<b>Sustainability</b>
4.3	N/A
	<b>Corporate Parenting</b>
4.4	N/A
	<b>Risk Management</b>
4.5	Not appointing to the post of Interim Chief Executive does carry risks for the council.
	<b>Insight</b>
4.6	N/A
	<b>Social Value</b>
4.7	N/A.
<b>5. Resource Implications (Finance and Value for Money, Procurement, Staffing, IT and Property)</b>	
5.1	The cost of this interim appointment will be contained within existing budget provision.

## 6. Legal Implications and Constitution References

### Appointment of the Interim Chief Executive (Head of Paid Service)

- 6.1 The appointment of an Interim Chief Executive (Head of Paid Service) pursuant to the terms of reference of Council (1.15) and Rule 3.2.4(b) of the Constitution, requires approval of Full Council following the recommendation of a committee of the council under Rule 3.2.4(a).
- 6.2 The Employment Sub-Committee has the power to make recommendations to Council on the appointment of Head of Paid Service pursuant to paragraph 8.1.1 of Part 2B of the Constitution (Terms of Reference & Delegation of Duties to Committees and Sub-Committee).

#### Rule 3.2.4 of Part 4C HR Regulations – Appointment of Head of Paid Service

<i>Rule</i>	<i>Action</i>
(a) The Full Council will approve the appointment of the Head of Paid Service following the recommendation of such an appointment by a committee of the council. Full Council must also approve the dismissal of the Head of Paid Service	The Employment Sub-Committee will make a recommendation on the appointment of the Head of Paid Service for approval by Full Council.
(b) The full Council may only make or approve the appointment of the Head of Paid Service.	

## 7. Consultation

- 7.1 Consultation with staff and relevant union representation is currently taking place.

## 8. Equalities and Diversity

- 8.1 This process is governed by statutory requirements and by the Council's own internal policies.

## 9. Background Papers

- 6.1 None.